

EXHIBIT A

MEMORANDUM OF UNDERSTANDING
BETWEEN
REPRESENTATIVES OF THE CITY OF LOMA LINDA
AND
PROFESSIONAL AND ADMINISTRATIVE EMPLOYEES ASSOCIATION

I. PREAMBLE

This memorandum of Understanding is made and entered into between the Professional and Administrative Employees Association, hereinafter referred to as "Association", and the management representatives of the Loma Linda City Council, hereinafter referred to as "City", pursuant to the California government Code Sections 3500 et seq.

II. CONCLUSION OF AGREEMENT

The parties have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment; and it is mutually agreed that this Memorandum of Understanding shall be effective for the period beginning July 1, 2015 and ending June 30, 2017.

This Memorandum of Understanding contains all the covenants, stipulations, and provisions agreed upon by the parties. It is understood that all items relating to employee wages, hours, and other terms and conditions of employment not covered in this Memorandum of Understanding are covered by existing ordinances, resolutions, policies, and practices of the City. Provisions of this Memorandum of Understanding apply only to employees represented by the Association.

III. CITY COUNCIL DETERMINATION

The Memorandum of Understanding shall be presented to the Loma Linda City Council for its determination. Appropriate ordinances, resolutions and other additional actions shall be considered to implement the provisions of this Memorandum.

IV. SALARY

Effective July 1, 2016, all employees shall receive a cost of living salary adjustment (COLA) of 2.50 percent.

V. INSURANCE/DEFERRED COMPENSATION

Effective July 1, 2015, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$1,100.00 for all full-time employees.

VI. TUITION REIMBURSEMENT PROGRAM

Effective July 1, 2015, the City agrees to reinstate the Tuition Reimbursement Program pursuant to City policy.

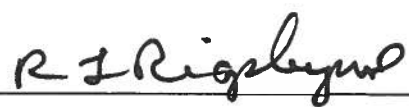
PROFESSIONAL AND ADMINISTRATIVE
EMPLOYEES ASSOCIATION

BY 

BY 

DATED 06/15/15

CITY OF LOMA LINDA

BY 

BY _____

DATED _____